

P. O. Box 2972
Eugene, OR 97402



(503) 343-4298

BOARD OF DIRECTORS MEETING
JANUARY 4, 1993

Present: Kelly Campbell, Dan Dillon Bob Durnell, Martha Evans (alternate), Anne Henry, Jack Makarchek, Paxton Hoag, Jim Sahr (alternate), Margo Schaefer, Jeanne Sharpy, Steve Wisnovsky

Absent: Steve Gorham

MINUTES

Motion: Steve W. moved to adopt the minutes of the December 7, 1992 meeting of the Board of Directors as reported. Paxton seconded.

Vote: The motion passed, 10-0.

ANNOUNCEMENTS

1. The Long Range Planning Committee will meet January 11 at 7 P.M. and January 25 at 5 P.M., both meetings at the Fair office.
2. Russell Poppe thanked everyone who responded to his request for help in organizing a benefit for Somalia.
3. No on 9 Lane County is holding volunteer meetings January 7 and January 28, Central Presbyterian Church, 7 to 9 P.M..

REPORTS

GENERAL MANAGER - Leslie Scott, General Manager, said Pat Burke of West Lane Chamber of Commerce wished us all happy hollydaze. Budget packets have gone out. There is a forum on wetlands January 27, 7:30, Studio One of the Hult Center. Leslie and others have met several times to formulate a plan on emergency response and she will present the plan to the Board at the February meeting. Operations has been looking at how to make the parking lots safer and healthier.

YURT BUILDING - Barney Sullivan reported that about 28 people helped with the yurt raising the weekend of December 19-20. The cheerleaders were especially effective in the art of yurt putting-up. (We're available for hire - wait'll you hear our "roof, roof, roof.") The electricity and plumbing are about half-way finished, as is the inside framing. Barney said more help is always welcome.

TREASURER - Hilary Anthony gave a memo to the Board outlining what she's been doing since taking office. She wants to hear from the Board what their priorities are for the Treasurer's position. Hilary would like to focus on the internal controls of the organization, perhaps revise the accounting system.

CARETAKER - Bill Verner, Caretaker, thanked everyone for their help on site, particularly with the yurt raising. He said that parking by the yurt is very precarious, don't do it. Miss Piggy's lot is full of standing water, the rest of the site is pretty wet, too. The Long Tom has stayed relatively high the last couple of weeks and has taken its toll on Strawberry Lane and the Upper /River Loop bank. The wind has taken its toll on the dead wood in the trees which found its way to the ground and has been moved out of the way.

Bill said "On Saturday, November 28, 1992, by consensus of the Vegemanecs co-coordinator, the construction co-coordinator and myself, to remove an approximately 50 year-old, 60-foot Douglas fir for reasons of opening up for winter sun so full solar potential could be utilized and because this was interfering with the growth of a black oak. The Douglas fir being more dispensable than the black oak, the Doug fir was removed. Also, it was decided that the time to remove this tree was now because any time after the yurt was constructed, it was in a real precarious position, being hooked up into the black oak tree. We all agreed that cutting large or small trees should be avoided at all costs, and when necessary to be discussed with plenty of thought. This was not done with any cavalier way. I was the one with the chain saw in my hand when it came down. "

There is a highway clean-up on January 30, 10 A.M., Fair site.

UPDATE

FOOD VOUCHERS -

The Board designated a committee to work on the issue of food vouchers. They (Leslie, Martha Evans, Deni Schadegg, Sue Kesey, and Toby Alves) have discussed options such as a Fair staff kitchen, one meal per shift, a meal punch card. The committee and the Board are committed to ensuring that everyone is fed well and equitably.

PER DIEM

Jeanne Sharpy, Jack Makarchek, Paxton Hoag, and Frank Sharpy met to discuss per diems, including the possibility of eliminating them. (I gotta tell you this - I saw a commercial for a laxative called "Per Diem." Draw your own conclusions.)

AGENDA

PERSONNEL #1

Motion: Daniel moved to offer the employment and compensation package recommended by the Personnel Committee to Leslie Scott for the position of General Manager. Bob seconded.

Background: Leslie got an extremely favorable evaluation and the Personnel Committee recommended the Board continue her employment as the General Manager. Also, they recommended that a two-year contract negotiated annually be offered to the General Manager, with an annual evaluation to determine eligibility for contract renewal. They further recommended the annual compensation for the General Manager be set at \$27,500. The PC also recommends the Board approve a two-year contract with Leslie, the terms of which are negotiable. The PC offered a new job description that outlines the tasks that are being performed, those the PC feels needs to be performed, and the goals agreed upon by Leslie and the Fair.

Public Discussion: Hilary was supportive of giving Leslie a raise, saying it would make us a competitive and responsible employer.

Board Discussion: Bob praised the Personnel Committee's hard work and professionalism. Margo said this is a good step in bringing the compensation we offer in line with the rest of the world.

Vote: *The motion passed, 10 for, 0 opposed.*

PERSONNEL #2

Motion: *Daniel moved the Board extend Bill Verner's employment for one month. Bob seconded.*

Background: Daniel said the anniversary of both the General Manager and the Site Manager's employment fall at the same time and the PC did not have enough time to process both contract renewals. They would like to have another month to work on Bill's contract renewal. (They have to get in that clause that says "Tote that barge, lift that bale.")

Public Discussion: Palmer Parker finds the motion offensive and feels Bill deserves to have his contract renewed now. Chewie Burgess added that he felt Bill's rehiring should not be a question. Don Doolin thinks this is a good opportunity to review and update Bill's job description. Barney said he's not surprised that the PC needs more time; they probably couldn't figure out how much of a raise to give Bill. Frank Sharpy says the extra time will be positive for Bill, and the fact that the Personnel Committee needs more time is not a negative on Bill.

Board: Margo said this is not a reflection on Bill. If Bill were a "sludge" (sludge, huh) we wouldn't have to rewrite the job description, but he is dynamic, the job description has changed and time is needed to make it fit what the job is now. Anne prefers that people say they need more time rather than give an answer just to meet a deadline. Jeanne reminded everyone that the PC was trying to deal with this during the holidays. Also, Jeannie strongly recommended that the contract renewal dates be staggered so they each can be handled in a timely manner. Daniel said the PC is not willing to submit a proposal that is not well thought out and prepared and that it is a tribute to Bill that it is taking so long.

(Well, the upshot of all adulation is that Bill was last sighted in a 7-11, wearing a sequined suit and sideburns and buying the "National Enquirer.")

Vote: *The motion passed, 9 for, 1 (Jack) abstained.*

PERSONNEL #3

Motion: *Daniel moved to purchase health benefits for the positions of the General Manager, Site Manager, and Office Manager, as recommended by the Personnel Committee. Kelly seconded.*

Background: The PC recommends the Board purchase a health benefits package that is an 80%/20% coverage. The coverage includes medical, dental and prescription drugs. It does not cover services by naturopaths, acupuncturists and chiropractors. The cost to the Fair would be \$117 per month, per employee.

Board Discussion: Anne was not at the Executive Session in which detailed information on this issue was presented and feels she cannot make an informed decision. Kelly said it's great we're doing this, the Personnel Committee deserves thanks for their work in researching this issue. Kelly is disappointed that the committee couldn't find a company that will pay for alternative health care. Jim said this is the first time the membership has heard of this agenda item and he would like to have the vote next month, after the membership has had a chance to comment.

Motion: Jim moved to table the discussion until February. Paxton seconded.

Vote: The motion passed, 7 for, 2 (Bob and Kelly opposed), 1 (Anne) abstained.

(Of course if this backward country of ours had national health care like any other civilized nation, we could table it forever, couldn't we? Only in the United States and, I think South Africa, is health care a privilege instead of a right. Doesn't it make you feel proud to be an American to be on the same list as South Africa? Oops, sorry, where was I? One digresses so easily, doesn't one?)

FIELD TRIP

Jim met with the Keseys (would-be promoters of would-be event) to discuss another Field Trip. The Grateful Dead has not made any decisions on their schedule, but are rumored to be enthusiastic at playing at our little hole in the wall. Don't touch that dial - more details to follow as 1993 progresses.

REAL PROPERTY ACQUISITION

Motion: Steve W. moved to direct the General Manager and the LUMP Committee to investigate options regarding possible acquisitions of adjoining property. Paxton seconded.

Background: Steve W. said we are in a position now that we don't know what land use constrictions there may be on adjoining property that would bear on our decision to purchase the property. We've had offers come to us from owners of adjoining properties wishing to sell. We have no format for a response. This motion is an effort to gather information.

Public Discussion: Several people were in support of the motion. Dennis Todd suggested that the task be to assign priorities to different properties in different areas, with regard to the Fair's goals and how the properties might be useful to us. Dennis further suggested we formulate specific guidelines for property acquisition. Serenity Maestas warned that we should be conscious that if we do decide to purchase a property that we are getting the best market value. Hilary said one way to avoid having the price of an adjoining property get too high is to consider properties that there is a logical reason for us to have, not just that it's adjacent.

Board Discussion: Jim supports buying more property and would like to make the Larson and Trotter properties priority purchases. Jack said this is a good step, not having an acquisition policy is not being responsible. Bob would hope we look at all our proposals and do something that is an amalgamation of the proposals. Daniel reminded us that this is good issue to use to broaden our scope of thought to this being a year-round organization. We're looking at options for other things that can take place that do not impact this particular piece of land that we have.

Vote: The motion passed, 10 for - 0 opposed.

'SHIRTED' CREW UNDERAGE

Motion: Kelly moved that all shirted teens under the age of 18 must abide by Teen Crew safety requirements and Board requirements regarding teen volunteers. Margo seconded.

Background: Kelly said this is basically to protect our teens and our organization.

Public Discussion: Frank said the by-laws don't currently recognize age or gender. Be careful this does not become a tool for discriminating against teens.

Board Discussion: This is basically in response to concerns of our attorney that we are growing and are being scrutinized by the outside world. It's not meant to be discrimination, and, in fact, is meant to keep that from happening. Another response to our attorney's concerns would be to eliminate jobs for teens all together. This motion is made to prevent that. Jack says while we have to abide by child labor laws, anything we add to it would be discrimination. What we think is common sense safety, may seem discriminatory to a teen. Daniel said we need to be very careful what we are asking these young people to do because we cannot ask them to do something that appears to be employment or against the law. The penalties are far more than we can pay. Martha disagrees with the attorney and feels the motion makes us look more like employees and is discriminatory. The more we try to comply with labor laws the more we look like employers. Steve W. said we have to be very careful about placing restrictions on or compensating volunteers. Kelly said labor laws are designed to protect children and the safety requirements are to make sure children are in a safe situation.

Vote: The motion passed, 7 for, 3 (Jim, Bob, Jack) opposed.

KLCC

Motion: Jack moved that KLCC broadcast from Main Stage again. Steve W. seconded.

Public Discussion: Cory Sullivan said the Main Stage coordinator felt the 1992 broadcast worked out really well. She said it's good advertisement for entertainers and that people can hear them without coming to the Fair. Leslie has received feedback that the broadcast put too much of a focus on Main Stage. Carol Bull suggested KLCC tape the music and broadcast it the next week so staff can hear it. Cory suggested that the broadcast could include other stages besides that big one by all those toilets. Others mentioned that the broadcast was much appreciated by those who wouldn't or couldn't come to the party. (So, the big question is, if you were stuck on 126, trying to get to the Fair, and you heard Shumba beating out those rhythms from Main Stage, would you get out and dance on the highway? I would.) Margo is concerned that we don't have control over what is said during the broadcast (like suppose someone announces that Martians have landed at the Junction. Well, they believe it when Orson Welles said it.) She would like to see us negotiate about what worked well and what didn't work well.

Motion: Paxton moved to table the motion. Anne seconded.

Vote: The motion passed, 7 for, 3 opposed (Bob, Kelly, and Jack).

POPULATION CONTROL

Motion: Daniel moved that operations investigate an alternative camping pass format, including wrist bands. Anne seconded.

Public Discussion: Several people (including many Security and Admissions crew) were for the motion, some saying it was long overdue. Camping passes have not worked well for us for a few years.

Board Discussion: Many Board members echoed the membership's support of the motion. Anne encouraged us to inform people that we are looking at the concept of population control without going into unnecessary specific details.

Jack is very much against wristbands and says tagging people is degrading. Jim hates wristbands but is willing to try them. Paxton would like to have the question of whether to use wristbands on the ballot at the general election.

Vote: The motion passed, 8 for, 2 (Jack and Jim) opposed.

Motion: Daniel moved that operations investigate advanced ticket sales options. Bob seconded.

Public Discussion: Michelle Sharpy, Admissions Coordinator, is open to the idea of moving to mostly advanced ticket sales.

Board Discussion: Anne received feedback from small businesses that sold advanced tickets for the Fair that it cost them money to do so. Anne encouraged us to look at the best options for outlets. Jack feels this motion is not addressing population control. Paxton feels advanced ticket sales is the only way to control attendance.

Vote: The motion passed, 9 for, 1 (Jack) opposed.

NEXT MEETING: February 1, 1993, 7 p.m., EWEB Building, Eugene. Agenda: All that stuff that was tabled at this meeting, plus guidelines, and by-laws committee.

OREGON COUNTRY FAIR
P.O. Box 2972
Eugene, OR 97402

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